

Vol. IX.

JULY 7, 1916.

No. 6.

THE CIVILIAN

A FORTNIGHTLY JOURNAL
DEVOTED TO THE INTERESTS
OF THE
CIVIL SERVICE OF CANADA

FEATURES

PUBLIC SERVICE SUPERANNUATION.

SOMEWHERE IN FRANCE.

ROLL OF HONOUR.

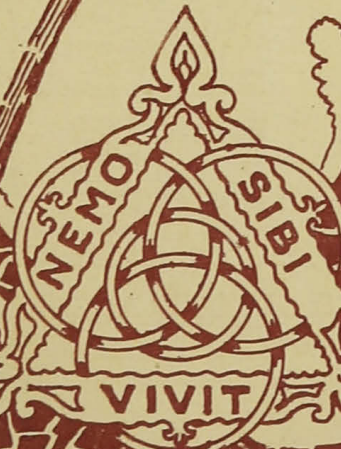
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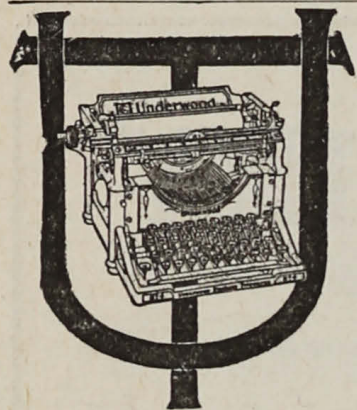
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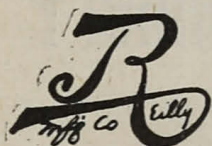
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THE CIVILIAN

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Public Service Superannuation.

(Read before the National Assembly of Civil Service Commissioners at Ottawa, June 18th, 1916, by M. D. Grant, F.I.A.)

1. I am going to assume that what is sometimes referred to as the "Retirement Problem" is at bottom an economic problem and that it can be solved approximately by furnishing those who are retired with the wherewithal of living; in other words, by providing them with pensions or superannuation allowances. The assumption is, of course, not strictly accurate, for bound up with the "retirement problem" is first of all the "appointment problem" and after that the "conditions-of-service problem," and other problems besides. But for present purposes I must presuppose that these difficulties have already been met and that there is left simply and solely the question of what should be done for, or in respect of, the persons who, whether from ill-health or waning powers, have reached the point where their usefulness as employees has becomes impaired.

2. Let us first of all see, then, what case, if any, can be made out for the contention that it is good public policy to establish systems whereby retiring allowances will be provided for our public services as needed. It will not be sufficient for us to appeal to mere humanitarian motives here: there will always be those who,—and perhaps rightly,— will decline that argument, and demand to be shown that the practice of superannuating public employees (except when the employees themselves bear the entire cost) is justifiable from the business point of view. I shall not trouble you with my own views on this important matter. It will be sufficient for me to quote the opinions of men who are recognized authorities on the subject, and if most of these happen to be of British origin, it is simply because the subject of superannuation has been a very much more active question in the British Empire, and for a much longer time, than in the United States. First, then, Dr. Farr, who was Registrar General of England in the Eighteen Fifties and had an immense reputation in his day. He was commissioned by the British Government to investigate Civil Service Superannuation, and he brought in a report in 1856, from which I quote as follows:

"Experience has shown that there are great advantages attending the present mode of remunerating public servants, partly by salaries, and partly by superannuation. They are such as have lead almost all the nations of Europe to adopt the system of paying partly by superannuation allowances. In the first place, it is a guarantee of fidelity; in the second place, it encourages efficient service; in the third place, it retains good men in the service; in the fourth place, it induces men to retire when they become old or inefficient from any cause; and in the fifth place, it prevents old public servants from falling into a state of disgraceful dependence, or of distressing destitution, which would be a public scandal, and might deter young men from becoming candi-

dates for office. These advantages appear to me to be so great that I should very much regret to see the system of superannuation abolished."

The British Government, which was very much wrought up over the subject at the time, also appointed a Superannuation Commission, which duly reported in the year 1857. That report contained the following, which I regard as a very concise and able statement of the case:

"It is probable that in many cases the hardship of removing an estimable public servant without provision would be avoided by retaining him in the service after he had become incompetent to perform his duties. This is, perhaps, the strongest argument in favor of a system of superannuation. It may be true that it is strictly the duty of heads of departments to remove from the service all public officers who have become, from any cause, incompetent fully to discharge their duties, without regard to their feelings or their future position; but experience has shown that this is a duty the performance of which it is most difficult, if not impossible, to enforce; and as it is impracticable, by any regulations, to define beforehand at what stage of declining health or increasing bodily or mental infirmity incompetence begins, the result is that, in the absence of superannuation, inefficient persons are retained in the public service. The injury caused to the service by the retention of inefficient officers might, no doubt, be in part corrected by increasing the numbers of the establishment beyond what would have been required had all the servants been efficient; but it would be impossible to justify such an arrangement, and under such circumstances the public service would be a loser for want of superannuation allowances, probably in actual money, and, at all events, in the less direct results. The evil consequences of retaining a single civil servant in an important post for which he has become incompetent cannot be estimated in money, and may be much more than an equivalent for the expense of the superannuation of a whole department. For these reasons we are unhesitatingly of opinion that the public interests will be best consulted by maintaining a system of superannuation allowances."

Mr. H. W. Manley, a British actuary of the very highest standing, and with immense experience in questions of superannuation, has expressed himself to this effect:

"It is not my province to discuss the social and economic effects of the failure of these funds; but I may venture the remark that a fund, maintained in a sound financial condition, is, in my opinion, a blessing to both employer and employed.

"The employer has the pick of the clerical market for the salaries offered, for a man would sooner take service in a firm where a pension is guaranteed, and at a lower salary, than where no pension is promised; he secures a continuity of service, for the employee will think twice before he leaves a service where he has a number of years to his credit for pension, for a small additional income; and if he (the employer) makes a proper contribution to the fund, in addition to guaranteeing a good rate of interest, he secures efficiency in the service by superannuating his servants with a reasonable pension when they are no longer useful. His salary list is a good 5 per cent.—I am inclined to think, in many cases, nearer 10 per cent.—less than it would be if there were no fund, and I do not think, therefore, that he can reasonably object to subscribe 5 or 6 per cent. of salaries to the fund.

"On the other hand, the employee is compelled to save, which he would seldom do on his own initiative; if he leaves the service he often has a nice little sum to draw out, and if he should, unfortunately, die before superannuation, his widow or relatives receive twice his savings. If he lives, he is sure of a pension when he is no longer fit for his duties, and he may be retired at any age when he is able to supplement his pension by some light work. Altogether, I think the employee is better off than if he obtained 10 per cent. more salary, with no prospect of a pension and no incentive to save; and the employer is no worse off, but infinitely better off, if, by contributing most of his savings on salaries to the fund, and guaranteeing a good rate of interest, he secures an efficient, loyal and contented staff. I cannot feel any sympathy for those employers who, to obtain a temporary relief, cease to make proper contributions to the funds."

Mr. Morris Fox, actuary to the New Zealand Government, in reporting on superannuation to his Government, in 1906, said:

"The advantages arising from well-considered superannuation schemes are so evident that many large employers of clerical and other labor have recognized their importance by adopting schemes of the kind in practice, and the tendency of the present day appears to be in the direction of extending the system. It has been pointed out by others that a sentimental consideration for the employee is not the sole motive for expenditure of this kind by corporations and bodies of men engaged in the profitable investment of capital. They are certainly guided by business principles and realize that well-considered expenditure in this direction is justified by the ultimate results. All employees are compelled to partially provide for their future, thus relieving their employer of the assistance he would be practically forced to extend in necessitous cases. But perhaps the chief advantages to the employer are that the employees as a body are more firmly attached to his service and he is enabled to exercise a freer hand in retiring aged employees at high salaries and promoting younger men at lower salaries. All interests are best served in the end by placing on the pension list old servants who are past their work and replacing them by younger ones who are in their prime."

My final quotation shall be from a member of the Fourth Estate, the Press. Incidentally, one would welcome some such intelligent show of interest on the part of any great American or Canadian newspaper. This is from "The Review," of Sydney, Australia, (Feb. 29th, 1908):

"The benefits of a pension scheme to the recipients are, of course, obvious, and without a fund of this description there is a tendency for the public service to degenerate into a charitable institution, officers being frequently kept in the service in high positions long after they can efficiently fulfill their duties. A pension fund, however, places matters on a different footing, and public servants who are unable to perform their duties through age or infirmity can be immediately retired, and their positions filled by younger or stronger men."

Without spending further time on this phase of the subject, I think it may fairly be said that the more closely the subject is enquired into, the more clear it becomes that it is decidedly in the public interest to establish superannuation systems for public employees.

(To be continued)

“SOMEWHERE IN FRANCE.”

Oh, everywhere the women wait for one,—somewhere in France,
They wait the postman's passing step, they watch with eager glance,
They watch and wait to know his fate, with anxious hearts in pain,
The seas are wide and woes etide, he may not come again.

Oh, postman on your daily round, what message do you bring
From they who fight in foreign lands for country and for king?
And is it glad or is it sad, that missive's written page,
Postmarked from France where men advance and frightful battles rage?

“Somewhere in France” in nowhere land, there is no mark at all
To tell them where their dear ones fight or where their loved ones fall.
But this must be in war you see, and so they bravely wait,
Some mother in her quiet room, some sweetheart by the gate.

They may not know the bitter truth, they have enough to bear,
And well it is they may not know the things that happen there.
God keep the brave across the waves who fight for more than lives,
And bless them, too, the women true, the sweethearts, mothers, wives.

And yet we know their sacrifice, and know they'd gladly share
The wounds and pain of those who fight their battles over there.
'Tis their's to bear the secret care more deadly than the blow.
The nameless pain and heavy chains that only women know.

They may not with their loved ones march with brave and buoyant tread,
They may not close their dying eyes or weep above their dead.
'Tis their's to give and wait and live, 'tis their's to love and bear
The cross for those whose life-blood flows afar in France,—Somewhere.

And love is such a wondrous thing that when its sacred flame
Burns in a woman's heart, she learns, what language may not name.
It pales all blooms, its light illumines, the angel's wing outgilds,
And makes the sod a court of God, and earth to heaven builds.

Touch with such flame the hearts, O God, of waiting women here,
And may its light leap o'er the land and gleam in every tear
That women shed for lovers dead, by war's unholy hands,
And bring surcease of pain, and peace to this and all the lands.

—T. A. Browne.

The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.
Names in previous lists,—2,095.

FIFTIETH LIST.

Major Agar S. M. Adamson, D.S.O., Senate staff, Princess Patricia's Canadian Light Infantry (wounded).
 W. P. Anderson, Royal Mint, Ottawa, 8th C.M.R.
 Lieut. G. F. Armstrong, Royal Mint, Ottawa, 38th Battalion.
 E. W. Bradley, Royal Mint, Ottawa, 52nd Battery, C.F.A., C.E.F.
 R. A. Dewar, Royal Mint, Ottawa, 32nd Battery, C.F.A., C.E.F.
 Sergt. P. R. Foster, Royal Mint, Ottawa, Canadian Engineers.
 C. R. Grant, Royal Mint, Ottawa, Artillery Ammunition Column.
 W. C. J. Helman, Royal Mint, Ottawa, 32nd Battery, C.F.A., C.E.F.
 I. Kelly, Royal Mint, Ottawa, 26th Battery, C.F.A., C.E.F.
 G. H. Lumm, Royal Mint, Ottawa, Canadian Engineers.
 E. V. Murray, Royal Mint, Ottawa, C.A.S.C.
 J. Munroe, Royal Mint, Ottawa, 8th C.M.R. (wounded).
 C. Nash, Royal Mint, Ottawa, 224th Battalion.
 L. Shore, Royal Mint, Ottawa, 52nd Battery, C.F.A., C.E.F.
 W. A. Weskett, Royal Mint, Ottawa, Canadian Engineers.
 Sergt.-Maj. N. K. Willson, Royal Mint, Ottawa, C.F.A., C.E.F.
 O. C. Toller, Royal Mint, Ottawa.
 C. T. Crawley, Royal Mint, Ottawa, 51st Battery, C.F.A., C.E.F.
 G. A. McLeod, Royal Mint, Ottawa.
 S. Quinn, Royal Mint, Ottawa, 51st Battery, C.F.A., C.E.F.
 C. T. Wilmot, Marine, Wilmot Bluff, N.B., C.A.M.C.
 Leith Wright, Marine Dept., Charlottetown, No. 5 Siege Battery.
 Lieut. J. H. Foley, Dept. Pub. Printing and Stationery, Ottawa, 199th Battalion, Irish-Canadian Rangers.
 W. G. Archibald, Printing Bureau, Ottawa, 51st Battery, C.F.A., C.E.F.
 W. T. Balcomb, Printing Bureau, Ottawa, Ammunition Column.
 R. C. Budreo, Printing Bureau, Ottawa, 207th Battalion.
 Ed. Bullis, Printing Bureau, Ottawa, 80th Battalion.
 A. H. Butlin, Printing Bureau, Ottawa, 146th Battalion.
 P. A. Cameron, Printing Bureau, Ottawa, 108th Battalion.
 J. A. Desrivieres, Printing Bureau, Ottawa, Imperial Transport Service.
 R. W. Fallis, Printing Bureau, Ottawa, 108th Battalion.
 S. A. Lamoureux, Printing Bureau, Ottawa, 163rd Battalion.
 A. J. Lapierre, Printing Bureau, Ottawa, 224th Battalion.
 Jos. A. Lemieux, Printing Bureau, Ottawa, 224th Battalion.
 Capt. A. H. McDonald, Printing Bureau, Ottawa, 230th Battalion.
 Sergt. R. C. Miller, Printing Bureau, Ottawa, 207th Battalion.
 Wm. M. McGovern, Printing Bureau, Ottawa, 8th C.M.R.
 Peter McStravick, Printing Bureau, Ottawa, 156th Battalion.
 Wm. O'Neil, Printing Bureau, Ottawa, Ammunition Column.
 Ed. R. Parmelee, Printing Bureau, Ottawa, Signal Co., C.E.
 A. C. Pasch, Printing Bureau, Ottawa, 224th Battalion.
 Lieut. C. J. F. Price, Printing Bureau, Ottawa, 224th Battalion.
 Robert Ralph, Printing Bureau, Ottawa, 73rd Battery, C.F.A., C.E.F.
 Andrew Schau, Printing Bureau, Ottawa, 77th Battalion.
 W. L. Smith, Printing Bureau, Ottawa, 207th Battalion.
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Ottawa, July 7, 1916

THE NATIONAL DUTY.

It is the duty of all Christian young men to help in this struggle, just because they are Christians.

It is a war of righteousness against menace, and the voice of God calls upon us all to do our part. How unhappy will be the lot of the eligible man who remains behind!

I am sorry for the man who is too old to go, and I am sorry for the man who is physically unfit. They are unfortunate. But I am sorry above all for the man who is physically fit to go and who does not answer his country's call. I pity him for the terrible future he is making for himself and for the dark stain he is leaving on his soul through the neglect of his duty.

—Justice Riddell.

I can imagine nothing more despicable than the individual who stands beside a piano hollering "We'll Never Let the Old Flag Fall." The only way that the old flag can be kept flying is by means of the rifle in the hands of the soldier.

—Rev. Father Minehan.

In the reproof of chance lies the true proof of men.

—Mr. Asquith.

It is easier to go down a hill than up, but the view is from the top.

—Mr. Arnold Bennett.

OUR BOYS

Previously reported:

Dead...	53
Wounded ..	98
Prisoners..	7

DEAD

A. W. McALLISTER.
A. GRIFFITHS.
G. T. RAYNOR.
L. E. S. BOLTON.
J. T. CARTHEW.
G. FITZGIBBONS.

WOUNDED.

T. HOGAN.
A. A. CHARTRAND.
LIEUT. WM. ANDERSON.
LIEUT. H. GRIESBACH.
LIEUT. JOHN McQUARRIE.
JOHNNY DUBE.
LIEUT. C. M. McCREATH.
LIEUT. BRUCE ROSS.
G. HAINSWORTH.

NO EXCUSES.

Nothing that has occurred in Ottawa lately in connection with Civil Service recruiting has lessened in the slightest degree the obligation of every fit and available civil servant to enlist. The war situation is such that no man may longer expect to be excused from military service for any but the most prohibitive reasons. Every fit, unmarried man *must* go unless his Minister forbids, and the mere excuse that a man is married no longer passes as all-sufficient. Tens of thousands of married men who could leave no resource of separate income to their wives and children have gone to the front. Is any civil servant more excusable than these? Are the wives of civil servants less patriotic or less self-sacrificing than the wives of men of other callings?

The Civil Service has *done* very well in the matter of enlisting, but is it doing well *now*?

This is a question that must be frankly faced and there can be no equivocation about the answer. When the war is over the Civil Service will stand at the bar of public opinion and be judged by its deeds. Every individual in the Civil Service, whether man or woman, must make national service the first and only duty if the verdict to be rendered is to be "well done."

National duty at this hour does not consist in drawing a civil salary and subscribing to the Patriotic Fund. Every man's and woman's conscience tells where the further duty lies. There is much that stay-at-homes can do, but no man who could go to the front yet wilfully stays at home can square his account by any petty financial sacrifice.

The Civil Service must be purged of slackers, and it is to be hoped that the Civil Service commissioners will refrain from appointing slackers to Civil Service positions.

Fit and free men of the Service who have any respect for themselves or for the body to which they belong will enlist without further urging. Those who still hold back must bear the brand of infamy.

WORTH WHILE.

From time to time during the past two years the editors of *The Civilian* have been asked if they thought it "worth while" to carry on the compilation and publication of the Roll of Honour at the very considerable expenditure of time, space and money that it requires. The editors have always considered the Roll of Honour very much worth while as a record of Civil Service participation in the war. They have been and are still doubtful if, without it, anything like a complete record would ever be made. Recently circumstances have developed an immediate value in the Roll of Honour which was not anticipated.

When the enemies of the Service inaugurated their campaign of slander and misrepresentation, the Civil Service Association of Ottawa was confronted with the task of preparing an adequate defence, but it did not possess the statistical information without which its statement would be unconvincing and ineffective. *The Civilian* was able, through its Roll of Honour records, to furnish the indispensable data, and thus the manifesto was made thoroughly convincing. The editors still think that the Roll of Honour is worth while.

"GET READY" TIME.

War time should be "get ready time" for all the Civil Service organizations in Canada. It is a time when little or nothing can be done to advance desired legislation or secure amendments to unsatisfactory regulations, but the circumstances which prevent activity along one line facilitate progress on another. The Civil Service organizations know just what they want. Their requests are ready for submission to the Government whenever opportunity offers, and now is the time to enlarge and consolidate the organizations so that the petitions when presented may be backed up by a maximum of Civil Service support. The leading officers of the different organizations, who have been engaged for years in the consideration of proposed legislation, now have more time to devote to the strengthening of those bodies of which they are the heads. Each local association should, this year, increase its membership as much as possible, gathering into the fold every eligible person who is not already a member, while no effort should be spared to establish associations in centres not now organized and to bring every "local" into its proper national body,—the Civil Service Federation or the Postal Clerks' Association as the case

may be. When the war is over things will move quickly in Canada. Opportunities for action will present themselves at unexpected moments. There will be no time then for organization or for conventions. Opportunities can be used to advantage only when the executive officers have solid organizations behind them and when they know that the line of action they take has the deliberate approval of their constituents. Organize now!

The Civilian welcomes to its exchange list The Whizz Bang, the organ of the 207th Battalion. Its eight pages are brimful of news and views of men whom we are sure will uphold the high traditions of their imperial calling.

The Civilian learns with the greatest pleasure that as a result of the conference between the officers of the 207th Battalion and the Committee of the Executive of the Civil Service Association, there is to be launched a campaign of recruiting by the Service, in the Service and for the Service—of His Majesty *The Civilian* further hopes that not only will the association meet with the success that has attended its efforts in other directions, but that individuals who have not yet had it brought home to them that Canada is at war will now say, "It is high time I should go," and whether he wear the badge of Infantry, Artillery or any other arm of the Service, he shall prove himself a MAN.

C. H. PEAKER.

The Marine Department has been advised by the Department of Militia and Defence that Lieut. C. H. Peaker, C.E.F., has been reported missing. Though this report came on June 5th no particulars have been received as yet.

KITH AND KIN.

Pte. Harry Frazer, posted as missing on June 2nd, is the son of Mr. L. C. Frazer of the Post Office Savings Department. Pte. Frazer, formerly with the 43rd D.C.O.R., enlisted in July, 1915, and went to the front in October. He has two brothers, Alex. and Louis, in the 207th.

Pte. Fred. Bennett, son of the late F. G. Bennett, of Customs Statistical Branch, now reported missing, went overseas with the 47th British Columbia Battalion.

Private Henry Potter, reported as missing since June 2nd, is a son of H. Potter of the Privy Council Office. He was drafted from the 77th to the Mounted Rifles last October.

Sergeant H. Heidmann, brother of Mr. G. Heidmann, private secretary to Hon. J. D. Hazen, Minister of Marine and Fisheries, is now reported missing. He was with the Mounted Rifles.

Private Henry Lamoureux, wounded, is a brother of Joseph Lamoureux, of the Department of Public Works.

Private Charles Courtman, wounded, is a son of John Courtman, of the Department of Militia and Defence.

Private Gilbert Sparks, wounded, is a son of Samuel Sparks, of the Printing Bureau.

Harold R. Shearer, of the Princess Patricia's, killed in action at Hooze, was a nephew of John Shearer, superintendent of Dominion buildings.

Private J. A. O. Lee, wounded, is a son of Fred. Lee of the Printing Bureau.

Private A. Charles Woods, who was killed in action recently, was a brother of K. O. Woods, of the Department of Militia and Defence.

CIVIL SERVICE CASUALTIES.**A. WALLACE McALLISTER.**

A. Wallace McAllister, letter carrier, of Toronto, was recently reported killed in action. He was twenty-five years of age and a native of Blackstock, but had lived in Toronto for sixteen years. He enlisted with the 4th Universities company and went overseas last October. He has two brothers in the Canadian army.

A. GRIFFITHS.

A. Griffiths, killed in action on June 3rd, was an employee of the Outside Service of the Department of Public Works at Victoria, B.C. He went to the front with the 48th Battalion.

T. HOGAN.

T. Hogan worked with A. Griffiths and the two enlisted together in the 48th Battalion. On the day that Griffiths lost his life Hogan was wounded.

A. A. CHARTRAND.

Private Adrien Alfred Chartrand, 41st Battalion, wounded, is an employee of the Department of Public Works.

GEORGE T. RAYNOR.

Private George Townsend Raynor, of the 8th Mounted Rifles, killed in action at Hooze on June 2nd or 3rd, was, for four years before he entered the army, engaged in the work of the Geodetic Survey. He was a son of T. G. Raynor, of the Seed Branch, Department of Agriculture, and was twenty-two years of age. He came of an United Empire Loyalist family and well upheld the traditions of his ancestry.

LIEUT. WM. ANDERSON.

Lieut. William Anderson, 25th Battery, 7th Brigade, C.F.A., wounded,

is a clerk in the Geographers Branch of the Department of the Interior. He belonged to the 8th (Militia) Brigade, C.F.A., of Ottawa, and is a veteran of the South African war. His wound is in the leg and not dangerous.

L. E. S. BOLTON.

L. E. S. Bolton, of the 1st Pioneers, killed in action, was a Dominion land surveyor and belonged to the staff of the Topographical Surveys Branch. He was educated at the Weston University and McGill and entered the public service several years ago. C. W. Bolton and F. R. Bolton, of the Department of Labour, are brothers. The latter is now at the front with the Engineers.

J. T. CARTHEW.

J. T. Carthew, D.L.S., of the Topographical Surveys Branch, has also given up his life at the front. Details are not available at the time of writing.

G. FITZGIBBONS.

G. Fitzgibbons has been killed in action. He was a clerk in the Dominion Land Office at Calgary and went to the front with the 10th Battalion.

CAPT. T. C. SIMS.

Captain C. C. Sims, an Edmonton Customs officer, has been reported killed in action, but the report is not confirmed. He was formerly in the navy and went to the front for this war is lieutenant in a Western battalion.

LIEUT. H. GRIESBACH.

Lieut. H. H. Griesbach, of the Edmonton Customs staff, has been wounded, but is understood to be back with his unit,—the 49th Battalion.

LIEUT. JOHN McQUARRIE.

Lieut. John McQuarrie, also of the

49th, and an Edmonton Customs man, was wounded in the face on April 29th and is in hospital in London.

JOHNNY DUBÉ.

Johnny Dubé, a telegraph operator of the Outside Service of the Department of Public Works, has been wounded. He was located at Chicoutimi before the war and enlisted in the 22nd Battalion.

LIEUT. C. M. McCREATH.

Lieut. C. M. McCreath, 31st Battalion, wounded, is also a Public Works man. He was a draughtsman in the office of the district engineer at Sault Ste. Marie before the war.

LIEUT. BRUCE ROSS.

Lieutenant Bruce Ross, of the Engineers, wounded, belongs to the Public Works Department, and is a son of H. T. Ross, of the Department of Finance. He has a gunshot wound in the head and the injury is complicated by a piece of his helmet having been carried with the bullet. He is in hospital in England.



DEPARTMENT OF THE NAVAL
SERVICE.

ROYAL NAVAL COLLEGE OF CANADA.

ANUAL examinations for entry of Naval Cadets into this College are held at the examination centres of the Civil Service Commission in May each year, successful candidates joining the College on or about the 1st August following the examination.

Applications for entry are received up to the 15th April by the Secretary, Civil Service Commission, Ottawa, from whom blank entry forms can be obtained.

Candidates for examination must have passed their fourteenth birthday, and not reached their sixteenth birthday, on the 1st July following the examination.

Further details can be obtained on application to G. J. Desbarats, C.M.G., Deputy Minister of the Naval Service, Department of the Naval Service, Ottawa.

G. J. DESBARATS,
Deputy Minister of the Naval Service.

Department of the Naval Service,
Ottawa, June 12, 1916.

Unauthorized publication of this advertisement will not be paid for.

G. HAINSWORTH.

Pte. Albert Hainsworth, of the Lighthouse Depot, Prescott, Department of Marine and Fisheries, who joined the 1st contingent, is now reported as having been admitted to London General Hospital, Chelsea, England, suffering from gunshot wound in thigh and arm.

A HERO'S DEATH.

No more splendid story has come from the front than that of the heroic work in the counter attack at Hooze by Captain Charles P. Cotton and the splendid men who fought and died with him. The following despatch outlines the picture of the fight, but no imagination, however vivid, can fill in the details:

"In the counter attack Captain Charles Cotton, son of General Cotton, and picked crews of three guns, smuggled them out within three hundred yards of the enemy parapet—our former paradoss—and blew open a way for the Canadian infantry.

"Each man knew that only a miracle could save him. One by one they dropped away, wounded or until killed. Captain Cotton, badly wounded, was the only one left, feeding the single gun that was effective, he fired shrapnel at close range at the Huns who attempted to stem our attack.

"Weakening from loss of blood, he happened to see a wireless operator, whose aerial had been shot away, showed him how to use time fuses. The two of them worked the gun until an unlucky hit blew it to smithereens. The operator had a marvellous escape, but Capt. Cotton was never seen again, though with the dawn volunteers searched the place for his body."

JOLLY JINGLES by BLACKIE DAW

Styles—1916.

Sparks Street on a decent day is no place for a man to stay, it's too hard on the eyes. When windy, Fifth and Old Broadway in New York, so I've heard them say, is sightseers' paradise. But here in Ottawa I find, unless you happen to be blind, the wind need never blow. The styles this year—nineteen-sixteen—are quite the best I've ever seen, so far as limbs that show. Take any crossing on this street and watch the dames, so prim and neat, go by in twos and threes—in stockings purple, blue and grey, and skirts (I really hate to say) that almost show their knees. The waists this year are decolleté—just why they wear them I can't say—as garments they're immense. In front is cut a large sized "V," the back is almost bare—ah, me! when will the girls get sense? Our preachers rant and rave and flay the burlesque shows, that chance to play in Ottawa, as vile. Yet on our streets one sees worse sights than any burlesque queen in tights—but that's all right, it's style. At last I've reached but one conclusion, the girls seem under the delusion, they're back to Eden bound. If styles keep on it seems to me, the man possessing a fig tree, a gold mine will have found. The moral of this jingling prose is, "Girls for God's sake wear more clothes before your whole sex dies." The more we see of you, we men, the better pleased we are, but then,—it's darned hard on the eyes.

CIVIL SERVICE RECRUITING.

One result of the letter given to the press of Ottawa by Mr. Walter Todd, President of the Civil Service Association, has been to bring home to the Service a clearer realization of, not so much what has been done, but what remains for it to do before it can be properly claimed that the Service will fight as well as pay. The Executive of the C. S. A. speaks only for its membership in matters of policy as an organization. When a general statement is made though that affects the Service as a whole the hundreds of civil servants in Ottawa who do not belong, but who nevertheless, profit by its activities are included.

Some months ago there was named a committee of the Executive to aid

in recruiting a C. S. company in the 207th Battalion. Here it may be said that no company was ever promised to the 207th from the Service. Obviously no one but the Government could make such a promise, and we have no conscription yet. While aiding the 207th was the primary object of the committee, it also aimed at assisting recruiting generally.

Unfortunately for a number of reasons, none of which seems to be a good one, the C. S. company has not materialized. Feeling that there must be some cause, not apparent, but which might reveal itself through discussion, the committee met Lieut.-Col. MacLean, Major Bell, Capt. Gallaher and Lieut. Viets at the battalion headquarters Monday afternoon.

The C. S. A. stands for the pub-

lication of facts, not of hearsay or rumors. Hence the committee was greatly pleased to learn regarding some grossly exaggerated statements concerning the physically unfit of the 77th being dumped into the C. S. company of the 207th, that of these only twenty-two who were in the hospital suffering from pleurisy, grippe and kindred diseases are temporarily so attached.

This reflects no discredit upon the C. S. company except that it is the smallest in the Battalion and so needs most men to get it up to strength. This is only an example of many incidents that might be cited of how men who have looked for excuses have magnified molehills.

The whole question of recruiting tactics was discussed at length and much light was thrown upon the vexed problem. Result is that the Executive of the C. S. Association have decided to organize and enter upon a campaign of recruiting in the Service; not necessarily for the 207th Battalion, but for King George and Great Britain. Their's is the supreme need.

LATE E. L. ROWAN-LEGG.

Edward L. Rowan-Legg, C.E., for thirty-three years a prominent official of the Topographical Surveys Branch, Department of the Interior, passed away on June 21st. He was sixty-eight years of age, was born in Ireland and received his education in the Old Country. Coming to Canada in 1869 he entered the employ of the Canadian Pacific Railway and was engaged in the surveys and construction of the line north of Lake Superior. In 1883 he entered the Government service and had since been engaged in its surveys work. He is survived by his widow, one daughter and three sons,—Edward L., Aubry B. and William K. Rowan-Legg.

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NEW PENSION RATES.

The following are the new yearly Canadian pension rates for total disability: Rank and file, \$480; squad battery or company sergt.-major, squad, battery or company quartermaster sergeant, color sergeant, staff sergeant, \$510; regimental sergt.-major not w.o., master gunner not w.o., regimental quartermaster sergeant, \$620; warrant officer, \$680; lieutenant, \$720; captain, \$1,000; major, \$1,260; lieutenant-colonel, \$1,560; colonel, \$1,890; brigadier-general, \$2,700.

INTO SIX CLASSES.

Those entitled to be awarded pensions are divided into six classes and to each member of each class pensions are to be awarded in the direct proportion of his disability to total disability as follows:

Class 1—Total disability, 100 per cent.; loss of both eyes; loss of both hands, or all fingers and thumbs; incurable tuberculosis; loss of both legs, at or above knee joint; insanity; permanent extreme leakage of valves of heart.

Class 2—Disability, 80 per cent. and less than 100 per cent., pension 80 per cent. of Class 1: for example: loss of one hand and one foot; loss of both feet; disarticulation of leg at hip.

Class 3—Disability, 60 per cent. and less than 80 per cent.: pension 60 per cent. of Class 1.

For example—

- Loss of one hand.
- Loss of leg, at or above knee.
- Loss of tongue.
- Loss of nose.

Class 4—Disability, 40 per cent. and less than 60 per cent.: pension 40 per cent. of Class 1.

For example—

- Loss of one eye.
- Loss of one foot.
- Total deafness.
- Loss of two thumbs.

Class 5—Disability, 20 per cent. and less than 40 per cent.: pension 20 per cent. of Class 1.

For example—

- Loss of one thumb.
- Anchylosis of elbow, knee, shoulder, wrist or ankle.

Class 6—Disability, under 20 per cent., a gratuity not exceeding \$100.

For example—

- Total deafness in one ear.
- Partial deafness in both.
- Loss of index or other finger.

AN ADDITIONAL GRANT.

There is power to give a further grant of \$250 a year for a soldier who is totally

disabled and in addition is totally helpless so far as attendance on physical wants is concerned. This is up to and including the rank of lieutenant.

A disabled member up to and including the rank of lieutenant entitled to a pension in the first, second or third classes in addition to his personal pension is entitled to draw \$6 a month for each child. A captain draws \$7 a month for each child, a major \$8, and for all ranks above \$10 a month.

DR. C. C. JAMES.

Dr. C. C. James, Dominion Commissioner of Agriculture, died very suddenly while travelling by electric car from St. Catharines to Niagara-on-the-Lake, where he had planned to join his wife and son, who is an officer at the Niagara camp.

One of the most prominent of agricultural lecturers in the province, the news of Dr. James' sudden death caused a general feeling of shock among his associates here. As a historian, lecturer, and author, the deceased was also well known throughout the Dominion of Canada and the United States.

OF IRISH DESCENT.

The late Dr. James was born at Napanee, Ont., on July 14, 1863, of United Empire Loyalist stock, the son of Charles and Ellen Canniff James. He was educated at Napanee high school and Victoria University, Toronto, where he was awarded the degree of B.A. and gold medal in natural sciences in 1883, and M.A. in 1886.

From 1883 to 1886 the late Dr. James was assistant master of Cobourg Collegiate Institute, at the latter date becoming professor of chemistry at Guelph Agricultural College, which post he held until 1891, when appointed deputy minister of agriculture and secretary of the Bureau of Industries for Ontario. In 1894 he was a delegate to the Deep Waterways convention.

He was a Senator, Toronto University, Fellow of the Royal Society of Canada, and in 1911 was included in the Coronation Honor List, when the order of the Companion of the Order of St. Michael and St. George was conferred on him.

Hon. Martin Burrell, Minister of Agriculture, when informed of the death of Dr. James, said:

"I am inexpressibly shocked to hear of Dr. James' death. He was here only a week ago for the purpose of discussing with me some phases of our agricultural work, and though he appeared to be a little tired there was nothing to lead one to suppose that he was in any sense ill,

and the suddenness of his death is therefore doubly distressing.

"I can say very truthfully that his death will be a heavy loss, not only to myself and the Government, but to the whole country.

"In 1912 when we wished to work out a scheme for larger assistance to agriculture, I selected Dr. James as the best possible man for investigating existing conditions and assisting me in formulating a programme which would make for co-operation with the various provinces and would stimulate agricultural education throughout the country.

Sir James Whitney, who had a high opinion of Dr. James' abilities, was loath to let him go, but recognizing that my proposal offered a larger and perhaps more useful field of service, finally consented.

MORE THAN OFFICIAL.

"Agricultural workers throughout Canada are familiar with the great services rendered by Dr. James. His broad grasp of conditions, and his untiring devotion to the work, made him an exceptionally valuable officer, and I am quite sure I am voicing the general view when I express the opinion that the country can ill spare him at this time.

"But Dr. James was more than an official. His integrity of character, his broad outlook on life, and his cheery optimism were known to many, and anyone who was brought into such close contact with him as I was would feel the same sense of personal loss."

SURVEYS BRANCH RECRUITS.

Since the commencement of the war the Topographical Surveys Branch, Department of the Interior, has contributed very largely to the various regiments which have been raised for active overseas service. Sixty-two employees have responded to the stern call of duty, thirty-one of these being from the office staff and the remainder from those employed in the field. In addition to this, six more applications from the office staff are now under consideration.

Conrad Baril, J. T. Carthew, D. L.S., and L. E. S. Bolton, D.L.S., have been killed in action. Four others have been wounded.

Personals.

General.

Mr. L. J. Giroux (known as the choir leader) of the Post Office Inspector's Office, Toronto, was the recipient of an illuminated address and a handsome silver mounted umbrella from his fellow workers on the 17th inst., the anniversary of his wedding.

Hon. and Madame T. Chase Casgrain, who are in France, spent last week in Paris. Hon. Mr. Casgrain visited the Army Postal Corps.

Juliette, daughter of the late Elie Query, of the House of Commons staff, was married at the Basilica on June 15th by Rev. Canon Campeau to Ernest Ravignat of Nameche, Belgium.

Nathaniel Mills, postmaster of the House of Commons, is spending the summer in the West.

Dr. J. S. Plaskett has gone to Victoria, B.C., to superintend the erection of the mammoth telescope in the new observatory.

Obituary.

Joseph George Simard, of the Government Printing Bureau, died on June 21st, aged fifty-three years.

Edward E. Horton, official reporter of the Supreme Court of Canada, who died suddenly in Toronto on June 27th, was the father of Albert E. Horton of the House of Commons and brother of Albert Horton of the Senate.

Anne C. E. Lowe, who died very suddenly at the home of her mother, was the wife of Jas. S. Graham of the Department of the Interior.

THE NEW TELESCOPE.

Victoria, B.C., people take a very lively interest in the observatory now being established near their city by the Dominion Government. The newspapers of the place keep a watchful eye on its development and recently the "Colonist" printed the following:

By the end of summer, Victoria will have the largest telescope in operation, at the new Dominion Government Observatory at Little Saanich Mountain, a few miles to the north of Victoria.

Word has been received by Mr.

Arthur W. McCurdy, president of the Victoria centre of the Royal Astronomical Society of Canada, that the huge dome to house the telescope was shipped from the Warren & Swasey works, Cleveland, on March 3. Upon its arrival here it will be immediately erected on the foundation work, which is now nearly completed.

In order that the dome might be perfect in every detail before it left the works, it was put together in Cleveland, just as if it were being erected at the observatory here. It was then taken to pieces and every part numbered and carefully packed, so there will be no delay in erecting it when it reaches Victoria. It is expected to arrive early next month.

The dome, which is of a revolving type, is 66 feet in diameter, with a double shutter having an opening of 15 feet. It is provided with an elevating observing bridge, operated by electricity.

Dr. Plyaskett, who will be superintendent of the new observatory here, went to Cleveland to inspect the dome before it was shipped. "It is by far the finest ever built," he said, after looking it over. "It is equipped with every possible operating convenience."

The telescope for the observatory will be finished this month. It also is being built at the Warner & Swasey works. At present it is mounted on temporary piers and, according to Dr. Plaskett, is a massive affair. The tube is 30 feet long, more than 7 feet in diameter and weighs 12 tons. Completed with the mirror and attachments the instrument will weigh 60 tons. This tube and declination and polar axes alone weigh 35 tons. Each part is being so designed that the powerful driving clock will revolve this immense weight with such accuracy and uniformity that the spider line in the eye-piece of the pointing telescope, attached to the great tube, can be kept exactly on

the centre of the star in observation. Quick movement of the telescope, both in right ascension and declination, will be by means of electric motors.

Before the telescope is taken down for shipment the Warner & Swasey Company intends holding an exhibition of the instrument. To this most of the scientific men in the East have been invited, as well as prominent citizens of Cleveland.

The great mirror is being made at the works of the John A. Brashear Company, Pittsburg. It is a disc of glass 73 inches in diameter and 12 inches in thickness. It weighs approximately $2\frac{1}{4}$ tons. The grinding of the mirror has not yet been finished, but those in charge of the work say there will be no difficulty in delivering the mirror in Victoria by the time the dome and telescope have been erected. This will be three or four months hence.

HIGH HONOR GOES TO CANADA.

To Canada has gone the honor of the Presidency of the National Assembly of Civil Service Commissioners. While New York City would have been pleased to have had its Civil Service President awarded the post, congratulations are in order for President Foran. May his year of authority be one of success and accomplishment. May he solve the important problems of superannuation and the political influence on the Merit System.

Dr. Muskowitz, as the Chairman of the Executive Committee, is in a position to be of the greatest aid to President Foran. With two such men at the helm the National Assembly is sure to make its influence felt in Civil Service circles.—*The Chief*, New York.

It isn't every man who can paint the town red without getting some of it on his nose.

TO THE NURSING SISTERS.

(On their departure from Saskatoon for the Front, May 13, 1916.)

When War's red ruin crowns the lands,
And fields are drenched with human blood,
Thank God our Country's kindly hands
Stretch forth to staunch that crimson flood.

The music rises on the wind,
The drums loud roll, the bugles swell;
And all the hearts you leave behind,
Beat loud and true the long farewell.

Now lives the glamour and the glare,
And all Adventure's witchery;
But what lies waiting over there,
In those red lands beyond the sea?

Few, few can tell,—but this we know,
That there, amid the million slain,
Neglect has laid its legions low,
And smote the pallid brow of Pain.

And there, against that crimson fight,
To Duty's call you issue forth;
There leads the path you take to-night,
From out the cold and kindly North.

To drum and bugle we impart
The lesser task of noise and show;
But something deeper fills each heart,
And holds us silent as you go.

Farewell brave watchers of the West;
The warring East has called to you;—
And may the God of Battles bless
The work your hands will find to do!

—*Jack Cadden.*

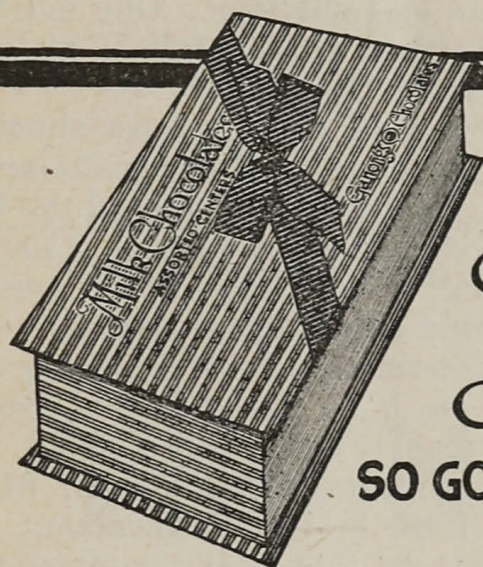
WAR PROFITS TAXERS.

Two tariff experts of the finance department—Robert W. Breadner and James A. Russell—have been appointed respectively Commissioner and Assistant Commissioner of Taxation. With the assistance of officials appointed in the different provinces they will administer the Business Profits War Tax provided for in this year's budget.

More Sociable.

"Has the scientific study made much difference in your boy, Josh?"

"Not as much as you might think," replied Farmer Corntossel. "Out in the garden he calls everything by its botanical name. But when he's sittin' up to the table, passin' his plate, he's careful to use the kind of words we all understand."—*Washington Star.*



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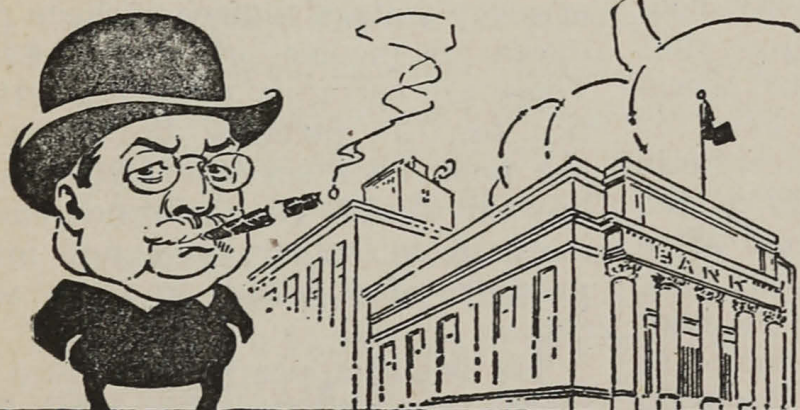
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Correspondence.

We do not hold ourselves responsible for opinions expressed under this heading.

Editors *The Civilian*:

As intimated to you, I have left the Service at Ottawa, at least for a while, and I am now at the old home once more in Prince Edward Island.

Quite a number of the civil servants at Ottawa spend their summers here in Prince Edward Island, and they certainly make no mistake in doing so. This island province is a splendid summer resort, and our boys and girls in the service should know this place better.

Here can be obtained the bracing ozone from the salt sea, and what's better, the salt sea-bathing which so energizes the system, and which fresh-water bathing will not do. I never cared for the fresh-water bathing in the Ottawa river. I do not think the fresh-water bathing does much good to the system; no more than cleansing.

The weather has been very cool thus far this spring, but now that July will soon be in we expect warm weather. In coming down here for the short three weeks civil servants have, they should not defer it too late, for it begins to get cool after August 15. From the 15th July to 15th August is the best holiday season on the island. The island at this time looks at its best, the weather nice and warm, but seldom HOT. The sea is smooth, and fine for the fishing. Mackerel fishing is then good, and mackerel fishing in the modern gasoline boats now generally used is as pleasant sport as trout fishing. The trout fishing here does not amount to much. There is good plover shooting in September along the north shore of the island. The north shore is to be coveted; at Brackley Point, at Rustice, Malpaque and at East Point are the beauty spots.

There are no canoes used here, it is boats and shallops. One must be able to row cross-handed; no paddling as at Ottawa.

There was good geese shooting here this spring. Richmond Bay, in Prince County, is considered the best goose shooting grounds in Canada. Outside Charlottetown harbour is also good shooting grounds.

At present the lobster fishing season is on, but ends with this month. Fishermen are making a small fortune, averaging, this month, \$10 a day. Few in the Government get such pay as that with the exception of the deputy ministers. But, pity 'tis, it does not last. There is not much sport in catching lobsters.

Naturally, board will be dearer this summer. The inhabitants here, nearly all food-producers, are jubilant over the high prices of food-stuffs. A neighbor sold a pig last week, 250 lbs., that made \$35. My mother sold her wool last week at 50c. a pound, realizing \$2.62½ on the fleece alone, and she has got the lamb to sell later, at possibly six or seven dollars, thus each sheep produces an income of about \$9.00. There are certainly great opportunities for the farmers, but what of the poor civil servant who has to buy this stuff? And with no general increase in salary, and not much prospect of it either in these war-times.

The island appears to be more patriotic than Ottawa. The 105th Battalion, which left Charlottetown last week for Valcartier, embraced 1,300 splendid men. Nearly every farm has its son now in training, and many Islanders are at the front bearing the brunt of the battle. The late Governor McIntyre's son was killed in France recently. We are doing our bit down here.

J. A. M.

Prince Edward Island, June 27.

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THE POSTAL JOURNAL

VOL. I.

JULY 7, 1916

No. 20

*Edited under the auspices of
The Postal Clerks' Association of the Dominion of Canada.*

Executive Board of the Postal Clerks' Association.

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The Association Aims.

1. To obtain for all Post Office clerks one day in each week for a day of rest.
2. To impress upon the Government our desire that eight hours shall constitute a day's work, such eight hours to be completed within twelve hours and to consist of not more than two attendances.
3. That seven hours constitute a day's work between the hours of 10 p.m. and 7 a.m.
4. To obtain time off for all overtime worked or payment in lieu thereof.
5. To secure equal conditions for all Post Office clerks, whether employed in semi-staff or city offices.
6. To abolish, by any and every means in its power, the patronage system, at the same time bringing all possible pressure to bear upon the Government in order to obtain the adoption of the merit system throughout the entire Civil Service.
7. To secure, as a reward for merit and long and faithful service, the higher positions in the Postal Service, knowing that such positions can be filled more advantageously from the rank and file of the service than by the appointment of individuals having no knowledge of Postal work.
8. To stimulate and foster organization among Post Office clerks, believing, as we do, that by this method only is it possible to obtain justice at the hands of the Department and equal rights for all.

All correspondence, matter for publication, etc., should be addressed to the Editor,
A. Venables, Calgary, Alberta.

GREETINGS FROM REGINA.

Officers and representative delegates of our various branches: Regina bids you "welcome", and that right heartily.

This issue of the "Postal Journal" will be in the hands of its readers during the session of the "Postal Clerks' Parliament," and to the delegates to the convention we again reiterate our welcome.

You will be well occupied in ses-

sion, and your stay must necessarily be only too short, but may you create new friends and acquaintances making yourselves known to as many of our own branch members as possible,—have a joyous time, a successful convention, and a safe journey home. The parting at the end of the convention will of course be regretted, but we may be sure that the various delegates will return to their respective branches with a stronger determination not to relax

their efforts towards the bringing about of the aims and objects of our Association.

We cannot prophesy concerning the exact fruits of the convention, but at least each delegate can return resolved to try and eliminate the various pettifogging differences in our respective branches. As an aid to this we say to every member of our Association, "Remember that the Association exists not merely for you personally, but for every other member as well. Allow the mind's eye to be concentrated away out on the horizon, to the inclusion of every clerk, in every office in the Dominion. There must be no low visibility, but a clear vision of the goal to which we, one and all, are striving. United we stand, divided we fall. When every member of this Association is at unity with his fellows the Association will have in its hands the power necessary for the carrying out of its highest ideals.

AT REGINA.

A. S. BLACK, President, has attended every convention since the formation of the Western Association, and, previous to last convention, when he accepted the chair, was the treasurer. Mr. Black is from the Vancouver office.

C. GARDNER was first seen at convention last year on behalf of Regina. That he was elected to the office of Vice-President says something for the impression he made at that time. To Mr. Gardner, as the home officer, we have to look for the splendid arrangements made for this year's convention.

J. W. GREEN has been the hardworking General Secretary since the inauguration of the Western post office associations. The tremendous amount of time voluntarily given to the work of the Association shows most conclusively the great interest Mr. Green has in the welfare of the organization.

E. SIMMS, for the past year the Treasurer of the Association. Mr. Simms has ever been a "live" association man, one time Local Secretary and several times upon the Calgary Executive.

R. BEAUCHAMP, the local Secretary of the Regina branch and one of the livest

men in the whole organization. Mr. Beauchamp has been a hard working man in the cause of the "Journal," and he has had to shoulder the brunt of the work in connection with this year's convention. He also holds Kingston's proxy.

H. SELBY, who is looked upon as one of Regina's leading lights.

H. S. BELL, who is here representing Moose Jaw. Mr. Bell has represented Saskatchewan upon the executive for the majority of this year, although this is his first appearance at convention.

A. VENABLES, Local President and Editor of the "Postal Journal." Mr. Venables has been Secretary of the Calgary branch and also upon the local executive for several years.

W. TUCK, who, with Mr. Venables, is here in the interests of Calgary. Mr. Tuck was the first President of the Western Association and has always been a most unselfish worker for the cause.

H. L. DOYLE, President of the Prince Albert branch, and well known to all semi-staff offices. Mr. Doyle is also "on the staff" of the "Postal Journal."

W. FRIDFINSON, President of the Winnipeg branch. This is Mr. Fridfinson's first trip on behalf of the Winnipeg boys.

F. R. SUTTON, who again, after a year's absence, is here on behalf of the Winnipeg office. Mr. Sutton at the first convention became Vice-President, and when at the Edmonton convention became President, although he was unable to attend last year.

S. TEASE, who represented Winnipeg at Edmonton in 1914, is again at convention for Winnipeg.

L. PICKUP, Winnipeg's fourth delegate, is a member of the local executive.

H. S. WHITE, President of the Lethbridge branch, and long recognized as a most practical Association man. This is the first occasion upon which Lethbridge has been represented directly.

H. D. TALBOT has attended every convention to date, last year taking the chair in the absence of the President. This year Mr. Talbot is Edmonton's delegate.

H. F. SEFTON hails from Brandon where he has held the positions of Secretary and, previously, Treasurer. 'Nuff said.

S. W. FOSTER, the popular Secretary of the Saskatoon branch, is making his first appearance for his branch.

E. L. SNOOK, the energetic Secretary of the branch at Fort Arthur, is representing his own boys and Fort William.

A. L. HORTON is here in the interests of Medicine Hat.

A KICK FROM THE UNDER DOG.

To the Editor of the "Postal Journal":

Sir,—I am a junior clerk in a city office and pay my dues to the Postal Clerks' Association, which I believe stands for fraternity amongst its members.

For about two years I have worked on the night shift from midnight to 8 a.m., and when requesting that a change would be very acceptable I was met with the impassable barrier that being a junior I could only expect the crumbs which fell from the senior men's "table." Upon debating the point I was told that "When I was a junior I had to do——" In fact I was almost led to believe that what they had suffered was deserving of an Iron Cross. Of course, my remark that if they had suffered these things was the more reason why they should now think of the junior man, fell on deaf ears.

In some offices I believe that all clerks change shifts once a month and that the arrangement works admirably. Thus a junior clerk does not for years have to bury himself from the light of day.

The question of holidays is another point upon which I fail to see eye to eye with the system of seniority. The seniority system carried to its logical conclusion would mean that for years and years a junior clerk would be taking his vacation either at the beginning or end of the year. It seems to me that by reason of his additional salary the senior has received all that is coming to him, and has no right to expect to claim everything merely because he was in the Service earlier than another.

However, my plea is that being a fraternal organization we should sacrifice a little one for another. Why could the Association not debate this question of holidays. Each local branch might take up the matter and endeavour to get the junior men at least one week at a decent time of year. Again, where it is possible our members could relieve one another on night work.

Of course this is impossible without that spirit of self-sacrifice which should be the backbone of our Association.

I would like to hear the views of others on this subject.

Yours fraternally,

"NIGHT HAWK."

You never can tell. Many a man whose clothes last him a long time will wear out his welcome with astonishing rapidity.

NOTES BY THE WAY.

The rather incomplete list of delegates at convention speaks well for the results of their deliberations. We find many of the old faces, well known by now to many of our members, and intermingled with them quite a number of new men who should be able to bring the required touch of enthusiasm and perchance criticism. Looking down the list, one finds no less than seven local presidents and most of the others are either local secretaries or executive members,—altogether a truly representative crowd. Good luck to them.

This issue we publish an interesting letter by "Night Hawk." The question raised therein is well known to be a very sore one in the majority of the larger offices and is one which it behooves the members of this Association to work out for themselves to the best of their ability.

You won't mind us reminding you yet again that the present time is about the most critical through which this organization will ever have to go. Many organizations and businesses are to-day going to the wall. Are we to do the same! Some of our members have a splendid chance now to show their appreciation for what has already been done by others, many of whom are now at the war, by taking hold of the reins which others have been compelled by force of circumstances to let go.

We have been asked the reason why we are not writing these days upon the subject of recruiting, so we'll give you the answer. It is because we believe that in the branches of our organization there are only two classes of men left. Those who don't or won't think and realize their responsibilities to their country and to their fellow men, and those who do. No further words of ours, or hardly any others, will have the slightest effect upon the former class, and those in the latter, which, happily, are in the very great majority, don't require any recruiting speeches in order to show them where their duty requires them.

In order that the Civil Service list of casualties may be kept complete and as up-to-date as possible, you are earnestly asked to immediately notify the Editor or Box 484, Ottawa, of any that come to your notice.

Correspondents are requested to take note that the issue of August 4th will contain a full report of the convention proceedings, and that in consequence branch notes and all other matter will have to be left over. Please, therefore, make your contributions for the month of August as brief as possible so that they

may all be included in the second August issue.

Don't get the idea that "Heb" has gone to sleep; he's still very much awake, only that our limited space has unfortunately kept him out of the limelight recently.

If you are a constant reader of the branch notes you will have already observed that Saskatoon is the lucky possessor of a very "witty" correspondent.

BRANCH NOTES.

Calgary.

We recently received a copy of the "Ocean Times," published every once in a while in mid-ocean on the troop ships. We find therein that owing to a printer's error in the previous issue that Sergt. Chudley found himself nominated for a position as Chaplain. Poor old Chud!

Fred. Packman, "Packie," is received the best wishes of his many friends upon his marriage, which took place on June 15th. Freddie has always been one of the best of association men and there is no reason why he shouldn't continue to be. Mrs. F. Packman please note.

Fancy "Tiny" telling the Victoria boys that their office was a better one than ours. Fancy, do you really believe it's true!

PICNIC NEWS NEXT ISSUE. WATCH.

Lethbridge.

We expect by the time this reaches you to have our President, Mr. H. S. White, at Regina, on our behalf. May he bring back the bacon!

Saskatoon.

It was with a felling of deep regret that we heard a few days ago of the wounding of another of our boys in France. D. Denholm wounded, read the official announcement, but we felt more cheerful when it was modified to "shell shock—progressing favourably." Davie is a pretty decent old stock. Speaking of shocks, here's another. Our President has been threatening for some time to commit matrimony, and, against the advice of all the men in the office who have had some, he's done it. Serves him right. However, as a consolation, the staff presented him with a silver cream and sugar set. On the other hand, one must admit that more than ordinary courage is required for a fellow to do that sort of thing these days—with sugar \$2.10 a sack, too! Nevertheless, and notwithstanding

that this is a dry province, Mr. and Mrs. Rossen, to your long and continued happiness. Here's looking at you.

Convention at Regina—our man is there, on the job with both feet. Note the impression—of the feet.

Prince Albert.

The June meeting of this branch was unavoidably postponed on account of the continuous wet weather and the fact that the July meeting will be held on the third of the month when all matters pertaining to the convention will be discussed. This is the first convention where we have been personally represented and it won't be the last, the slovenly past has gone, "forward" is the slogan.

Regina.

The regular monthly meeting of this branch was held on June 18th. President Gardner occupied the chair, and about thirty members were present. During the reading of the correspondence, our Secretary read a letter from the branch at Kingston, Ont., authorizing our branch delegate to act as proxy for them at the convention. Kingston has a number of grievances which will be submitted to the convention.

In one of his letters, General Secretary J. W. Green expressed the hope that "R. B." was not being overworked. We hope not, although at present it looks that way. Certainly if this amount of correspondence continues we must advocate a stenographer for him. It was a pleasure to accept four new members proposed, viz.: Messrs. Grant, Pinnell, Parks and Spivey.

Reference was made to the convention banquet, and an invitation to same was extended to every member in good standing. This banquet will be the crowning festival after "Parliament" has prorogued, and we hope to make it memorable. Among the invited guests are the names of W. M. Martin, M.P., Col. A. Bowen Perry, C.M.G., J. Nicoll, P.M., and J. A. Westman, Esq.

The older members of our branch will regret to learn that Mr. Alec Muirhead, who at one time worked in the registration department, and H. B. Compton, an old member who was recently awarded the D.C.M. for bravery on the field, have paid the supreme sacrifice on the battlefield. Both were thoroughly popular while in the office, and the deep sympathy of those of us who knew them goes out to their relatives.

Thank God that we in Regina are spared the real horrors of war, but we are getting a reflex more than ever now when many

of our own boys are in actual conflict with the enemy, as is indicated by the casualty lists.

Winnipeg.

The monthly meeting of this branch was held in the Industrial Bureau on June 8th, and although poorly attended, some important business was dealt with, and discussion of the agenda for convention was entered into. The personal of our delegation to the convention is Messrs. Fridfinson, Sutton, Tease and Pickup.

Marriages! Gosh! there seems to be an epidemic going the rounds of this office just now. The June benedicts are Hugh G. Findlay, our honorable local Secretary; W. Smith and Jack Johnson,—pugilist? well, no, not just yet! After squaring up with the parson, Findlay left for Detroit lakes, and Smith for the Lake of the Woods. May good luck go with them; the boys hope that their only troubles will be little ones. That reminds me that Jamie Brown of the G.D. was presented with a son just recently. Congratulations, Jamie.

The Picnic Committee has full arrangements made for the annual picnic on Saturdays, the 8th and 15th July. The destination is Selkirk, and as an excellent programme has been arranged a good time is assured all those who go. "Jayub."

Victoria.

The monthly meeting of this branch was held on June 15th, and once again the attendance was small, but perhaps the fact that it happened to be pay-day may have had some bearing on this. The agenda for the forthcoming convention at Regina formed the basis for several animated discussions, but several members managed to remain cool throughout by sitting in their shirt sleeves. Three more members have answered their country's call, F. B. Shaver and C. de Sausmarez of the Registry and A. Gaiger of the Despatch. Two of the mail clerks formerly operating out of this office, A. L. S. Emsley and M. R. Treadwell have also enlisted for active service. Good luck and a speedy return to all. Word has been received from the front that Sergt. F. A. Goddard has been put in charge of the field post office "H. X." Bully for you, Joe!

We have just been honored by several visits from R. B. Strange of the Calgary office, known to his associates as "Tiny." He was heard to remark that for lighting and general convenience he would rather work in the Victoria office than in Calgary and from his own account we are disposed to agree with him. Still, whatever his opinion of the office may be, it was apparent to all who had the pleasure of meet-

ing him that he was inclined to look down on the staff. If Calgary has many more like him they must have specially constructed doors.

Edmonton.

At our June meeting we passed our "pros and cons" on the convention agenda which has just come to hand. Our delegate was kept busy tabbing off the many points raised. The studying of the agenda matter for the coming convention is very instructive and appears to us as being a sign of the powerful means of service we have at our disposal in this young Association of ours.

We are in receipt of cards of thanks from some of our boys in the trenches for the tobacco gifts we sent them as Christmas cheer last year. Their cards are dated May 21st, 1916. From this we surmise that we had better forward their next Christmas gifts next month so as to reach them in time for next Yuletide.

Our latest recruit into our Association is Dick Gordon of the M. O. Dept. Why didn't you think of this before, Dick? Better late than never, Richard.

Harry Neal no longer seeks the mail for his regiment in the South Side office, as he is now at Sarcee camp.

The Strathecona boys (and girls) have every reason for registering a big kick in the lack of help and their deferred increases.

Boost the semi-staff offices' welfare, you delegates at the convention.

Sid Surtees and Bill Scott are feeling the call of the colors, and are waiting their leave being granted.

The strange silence that haunts our office has at last been accounted for. Bill Warne is now down at Sarcee camp; that's the reason.

There are quite a few of the clerks who would do well to "keep the home fires burning" by joining up with our branch. Many of these fellows have benefited by the work of the Association despite their non-membership. "Come on in, boys, the water's fine."

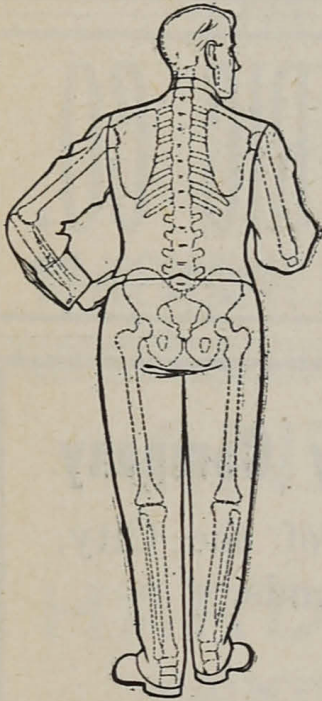
The Registration boys are having a "fine" time these days; another \$2.00, Charlie? Get your receipt, boy.

A man with knowledge, but without energy, is a house furnished, but not inhabited; a man with energy, but no knowledge; a house dwelt in, but unfurnished.—*John Sterling.*

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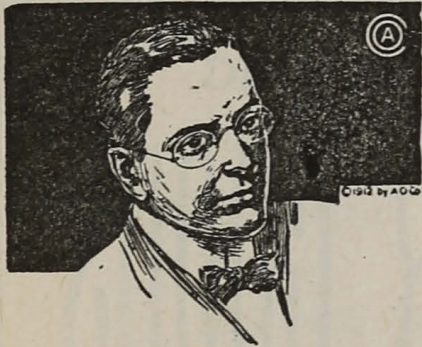
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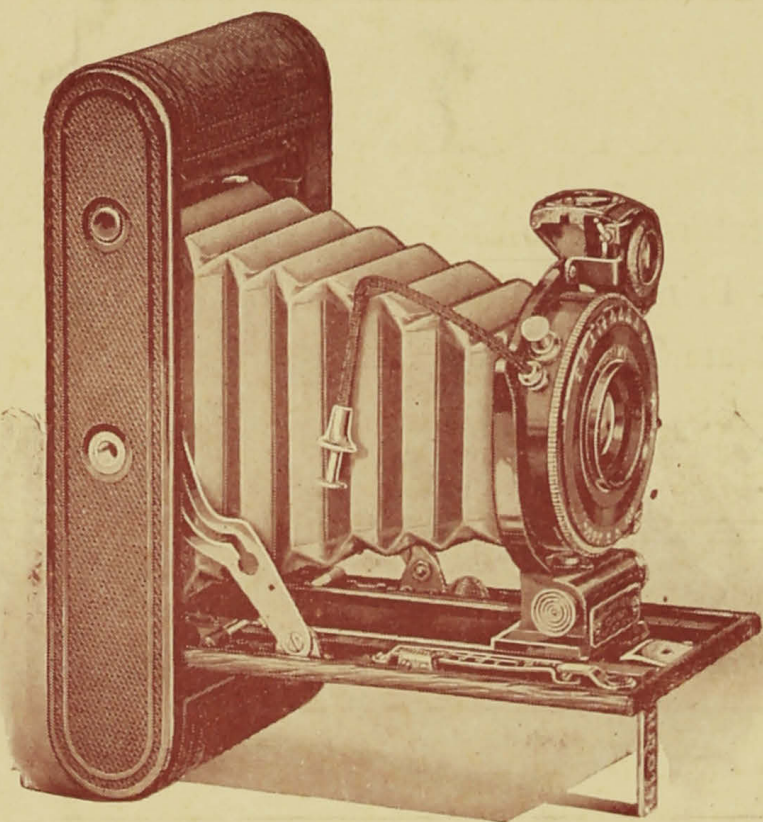
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